

# Indiana Department of Workforce Development

## Strategic Skills Initiative

### Economic Growth Region 1



Mitch Daniels, Governor  
Ron Stiver, Commissioner  
June 2006

#### About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

#### About Region 1

- Population (July 2005)  
**844,629**
  - Labor Force (March 2006)  
**407,030**
  - Unemployment (March 2006)  
**6.3%**
  - Per Capita Income  
**\$28,823 in 2004**
- Source: [www.hoosierdata.in.gov](http://www.hoosierdata.in.gov)

#### Counties in Region

- Lake
- Newton
- Porter
- Jasper
- La Porte
- Starke
- Pulaski



INDIANA  
**WORKFORCE**  
DEVELOPMENT

#### Economic Growth Region 1

**Economic Growth Region 1** is comprised of seven counties. The SSI research & identification allocation awarded to Region 1 in September 2005 was \$311,122. The SSI solutions allocation awarded in June 2006 is \$1,511,580. Methods used to define shortages, causes and develop solutions included: web based workshops; research; surveys; focus groups; work sessions with employers, youth, education & training providers, economic developers and workforce intermediaries.

Key Occupational Shortages	Projection 2005-2007
Registered Nurses	250
Welders, Cutters, Solderers and Brazers	207
Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products	200
Pharmacists	98
Pharmacist Technicians	63

#### Emerging Industries / Occupations

##### Biotech and Life Science Industries

Emerging technologies from life science sector: bioinformatics, nanotechnology, and renewable energies are examples.

#### Root Causes

##### Talent and Pipeline Issues

##### Education and Training Capacity

##### Talent Leakage and Brain Drain

##### Employer Recruitment and Retention Practices

##### Wage Rates and Benefits

##### Other

- People lack confidence in industry as good place to build a career.
- Stress and burnout due to inadequate staffing for the workload.
- Demographic changes (aging workforce, increasing diversity, gender imbalance).

Identified Solutions →

## Identified Solutions

1.

Solution: <i><b>Veteran Talent Gains</b></i>	Dollars Allotted: <i><b>\$110,006</b></i>
<p>Solution Description:</p> <p>Web based technology will be utilized to assist returning veterans in finding high wage jobs. Veterans from around the country will have access to regional opportunities and secure work in high demand occupations within the region through virtual access to regional job postings via new technologies. This strategy will help Region 1 access the in demand technical skills of veterans and fill regional skills shortage occupations.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 35 veterans placed in shortage occupations</li> </ul>

2.

Solution: <i><b>Radio Frequency Identification Training</b></i>	Dollars Allotted: <i><b>\$69,486</b></i>
<p>Solution Description:</p> <p>Radio Frequency Identification (RFID) is a skill set desired within emerging occupations and advanced manufacturing settings. This innovative RFID training will prepare individuals for skilled occupations within the region including sophisticated inventory management and similar high-tech systems. Employers in the region will hire trainees to fill existing skill shortages.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 34 Hoosiers trained</li> <li>• 30 completing solution</li> <li>• 30 certifications in skills important to manufacturing, transportation, distribution and logistics</li> </ul>

3.

Solution: <i><b>Next Generation Welding</b></i>	Dollars Allotted: <i><b>\$179,857</b></i>
<p>Solution Description:</p> <p>Ivy Tech Community College (Valparaiso campus) will increase capacity to train 118 new welders. With a new accelerated fast-track training program, the region will gain entry, intermediate, and advanced welding skills. Trainees will have the foundation needed to secure advanced certifications by American Welding Society and American Society of Mechanical Engineers. This training and increased capacity will fill shortage occupations and increase skills within the region.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 118 Hoosiers trained</li> <li>• 100 completing solution</li> <li>• 96 Career Development Certificates (9 credit hours)</li> <li>• 75 placed or promoted in shortage occupations</li> </ul>

### Identified Solutions

4.

Solution: <i>Diesel Mechanic Training</i>	Dollars Allotted: <i>\$70,844</i>
<p>Solution Description:</p> <p>The Diesel Mechanic School, in partnership with Porter County Career and Technical Education Center, will increase capacity and expanding enrollments. To accommodate incumbent workers, evening classes will also be offered for adults. The solution will result in skilled trainees securing employment within the region.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 18 Hoosiers trained &amp; 25 employers committed to hiring graduates</li> </ul>

5.

Solution: <i>Supervisor and Management Training for Manufacturing</i>	Dollars Allotted: <i>\$83,714</i>
<p>Solution Description:</p> <p>Virtual distance learning tools will be utilized to increase the number of qualified line supervisors in the region. Training will be delivered and developed by Purdue Calumet. The curriculum will focus on manufacturing, transportation, distribution and logistics.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 66 Hoosiers trained</li> <li>• 60 completing solution</li> <li>• 60 certificates of completion by Purdue University Calumet</li> <li>• 60 placed or promoted in shortage occupations</li> </ul>

6.

Solution: <i>Registered Nurses (Calumet)</i>	Dollars Allotted: <i>\$351,304</i>
<p>Solution Description:</p> <p>Purdue University Calumet will hire two new faculty members. This increased capacity will boost enrollment by 50. All will secure employment upon completion. This solution addresses the primary occupational shortage of the region and the primary root causes.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 50 Hoosiers trained</li> <li>• 50 completing solution</li> <li>• 20 Registered Nurses</li> <li>• 20 placed or promoted in shortage occupations</li> </ul>

7.

Solution: <i>Registered Nurses (North Central)</i>	Dollars Allotted: <i>\$443,670</i>
<p>Solution Description:</p> <p>Purdue University North Central will hire three new faculty members. This increased capacity will boost enrollment by 20. All are expected to secure employment upon completion. This solution addresses the primary occupational shortage of the region and primary root causes.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 40 Hoosiers trained</li> <li>• 40 placed or promoted in shortage occupations</li> </ul>

## Identified Solutions

8.

Solution: <i>21st Century Logistics Training</i>	Dollars Allotted: <i>\$161,594</i>
<p>Solution Description:</p> <p>With a vision of becoming a leader in logistics, Region 1 will pilot 21st Century Logistics Training. The accelerated 10 week program consists of supply chain management and transportation systems. Students completing the training receive certificates, college credit and employment.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 33 Hoosiers trained</li> <li>• 30 completing Solution</li> <li>• 30 Career Development Certificates</li> <li>• 30 placed or promoted in shortage occupations</li> </ul>

9.

Solution: <i>Manufacturing Camp</i>	Dollars Allotted: <i>\$41,105</i>
<p>Solution Description:</p> <p>To heighten interest in manufacturing careers, officials from the Portage YMCA, Ivy Tech Community College and Porter County Career Center developed a manufacturing camp for 8th graders. The 1 week-long camp consists of customized curriculum, plant tours, meetings with manufacturers and tours of advanced laboratories. This initiative will increase awareness of opportunities within region and manufacturing industry.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 45 Hoosier youth enrolled</li> </ul>

*Solution Totals**\$1,511,580**404 Hoosiers trained**216 Certifications or degrees**260 in shortage occupations*